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6 September 1961

MEMORANDUM FOR: Deputy Director (Support)

SUBJECT : JOT Recruitment

1. I am somewhat concerned with the lax in the JOT Program and the fact that we have been unable to recruit up to quota and in fact have had a falling off from some of the universities from which we have gotten some of our best material, such as Princeton. Over the years I have heard criticisms of our recruiter who interviews the applicants at Princeton, but have generally dismissed these as not being worthy of action. However, the matter was once again brought to my attention by one of the highest university authorities and I think that it is time that we did something about it if we expect to get our quota of JOTs from Princeton.

2. In this connection I wish once again to strongly advocate greater use of senior Agency officers to visit their own universities in the recruiting program. I think we have made a serious mistake over the years in handling the recruiting of JOTs much as we handle other recruitment techniques and if we can delegate to a large degree to OSI and ORR the recruitment of their professionals, then I believe we should also turn over to the Office of Training primary responsibility for all recruitment of the JOTs. In turn, I believe that the Office of Training should make use of the top panel of senior Agency officials to recruit the best possible candidates from the various colleges and universities.

/s/

Lyman B. Kirkpatrick  
Inspector General

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